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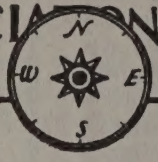
The COMPASS

AMERICAN·ASSOCIATION·OF·SOCIAL·WORKERS



February 1939

PROSPECTS AND PROBLEMS IN WASHINGTON

THE PLEDGE TO STANDARDS

FOR STUDY OF STATE AND LOCAL PROBLEMS

THE PROFESSIONAL SECRET

EDUCATION FOR THE PUBLIC SOCIAL SERVICES

Volume XX *Number 5*

is to be remembered that the AASW's ocacy of the removal of exemptions in the al Security Act has not been limited to interests of employees of philanthropic, itable and educational organizations but urged the inclusion of other groups not ered in the original Act. A special stress social workers on the inclusion of social ncy employees is, however, dictated by the essity for protest when a traditional pro- tion from taxation is invoked by some n-profit agencies to evade a social obliga- on to their employees no less binding on nem than on commerce and industry.

THE professional secret has lain uneasily on the social work conscience, worrying us not only in its breach but in its observance. If recent writers are correct in their appraisal of its importance, work needs to be done for its more general defense not only by administrators who must protect confidential records in times of crisis but by all social workers who believe that at the heart of professional practice there must be unflinching respect for each man's right to his own privacy.

THROUGHOUT the membership there is wholesome debate about the AASW's membership requirements and increasing interest in the effects which their adoption have had on those within and without the Association's precincts. These effects are various and a thorough audit is still to be made. In her discussion of the Association's responsibility to standards Glenna B. Johnson defines them as the major cause to which a profession is dedicated.

IN "The Interpreter Listens" Donald B. Hurwitz tells of an ingenious attempt to take lay temperatures. Measuring public opinion poses questions on which social workers are not agreed. What should be measured, and why? How shall it be done? And then what? In examining these irreverent opinions about social workers, are we again faced with the question as to who is a social worker in lay eyes?

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Prospects and Problems in Washington

The issues of national program which the Division on Government and Social Work will be working on are here summarized by the Executive Secretary.

CONGRESS may clear up many obstacles in the way of more adequate and stable public welfare services in the present session. Among the proposals in which the AASW has been interested for many years and which are now coming up in the early stages of legislative action, are:

Separation of work programs from relief measures and the provision of real jobs.

Grants-in-aid for general assistance, possibly to be included as part of the program of the Social Security Board.

Giving the Security Board specific authority to require that state plans for assistance include such "methods relating to the establishment and maintenance of personnel standards on a merit basis as are necessary for the efficient operation of the plan."

Raising the ratio of federal grants for aid to dependent children to 50 per cent.

Authorizing the Social Security Board to match state administrative expenses under the assistance grants.

Raising the maximum state expenditures for children which the Board can now consider in making grants from $18 monthly for the first child and $12 for other children, to conform to the $30 maximum now in effect for old age and blind assistance.

Raising the maximum age limit for aid to dependent children from sixteen to eighteen years when the child is regularly attending school.

Changes in the old age benefit provisions of the Security Act, as proposed by the Advisory Committee, to liberalize and speed up payment of benefits.

Unification of the administration of unemployment compensation and of the United States Employment Service into a single federal bureau.

Plans for variable grants to states so that states with less ability to maintain the various necessary welfare programs would receive larger proportionate grants from the federal government.

The outlines of a national health program, to include federal and state provisions for certain special kinds of illness, for insurance programs to cover wage losses for illness, and for making medical care widely available.

In its recommendations the Social Security Board has suggested an amendment to the old age insurance title which would provide for survivors' insurance. The proposal would substitute for the lump-sum cash death payment regular monthly payments to widows over sixty-five and to widows on behalf of children under sixteen or until eighteen if they are regularly attending school.

If prospects for settlement of some of the major issues to be faced in providing for adequate resources and efficient organization are realistically weighed, it is clear that these prospects are still prejudiced by the recurrent dispute about immediate WPA appropriations, a dispute which successfully sidetracks from proper consideration problems not to be disposed of by work programs alone; by the retarded development of the aid to dependent children programs of the various states; by the changes and threatened disruption overtaking several of the state programs and their personnel; and by the continued incoordination of the total program, an incoordination which will persist until the federal government again undertakes to share with the states basic responsibility for general assistance by providing grants-in-aid.

Most conspicuous in bringing pressure on Congress for special measures affecting the total program are the various organizations representing the needs of the aged. The Workers' Alliance and such organizations as the Conference of Mayors are active in promoting additional work appropriations. A number of organizations including the American Legion, League of Women Voters and the AASW are expected to support the Security Board's requests for changes in the Aid to Dependent Children provisions, but this, and other parts of the total program lack the benefit of a directly interested lobby.

As experience has already amply demonstrated, the problem of making a showing for the need of provision for general assistance offers even more difficulty. That need cannot be defined in a category but exists in waiting lists and the demands of transitional

(Continued on Page 20)

The Responsibility of the AASW to Standards of Membership

By Glenna B. Johnson

THE membership requirements of the AASW constitute its pledge to standards as the first of its concerns and its peculiar contribution to the welfare of social work's clients. Devotion to standards has its costs, unless it is to be satisfied with general slogans, and these costs fall largely on those who enlist in social work practice. The following paper presents the arguments of an individual member who believes that it is the social worker who must pay with professional education rather than the client with inexpert service.

As I shall approach this subject a more accurate title might have been "The Responsibility of the *Professional Organization* to Standards of Membership." * Many of you will quickly ask why the distinction since there is only one over-lapping professional organization in the field of social work, namely the American Association of Social Workers. Yet within our membership itself there is genuine debate as to whether the AASW is or should remain a professional organization. One can appreciate the difficulties a non-member social worker might encounter in securing from social workers, even those within the AASW group, any clear statement of the purpose and function of this organization. This is not because there have not been published several excellent statements as to our purpose and function, but largely because of the very number of such statements and the lack of agreement among the membership itself as to the acceptance of any one statement. It would be presumptuous for me to set forth such a statement when all the chapters in the country, including our own, are working on the subject to the end of formulating a postulation of purpose and function to be adopted by a majority of the membership. It is not strange that in a profession as young as ours this has not been done before—indeed it may be considered a remarkable achievement if we succeed in doing it this year.

My discussion then starts from the point that social work is a profession and that the recognition of our professional status and responsibilities was crystallized in the membership requirements adopted by this Association and put into effect in July 1933. You will ask that I define my terms. I had recourse to the dictionary, but received little help in defining the terms "profession" and "professional" as they are used in law, medicine, the ministry, teaching and social work today. One part of the definition by Webster is, however, worthy of note namely the noun "professional." "One who follows or belongs to a profession, more definitely applied in contrast to a person who makes his living by practicing an art or occupation in which non-professionals also engage." I cite this because one of the most frequent cries made by those who would lower the membership requirements is that the requirements make it impossible to include large numbers of social workers practicing satisfactorily in the field. This is, of course, true as it is not the aim of a professional group to be a "coverage" agency in the whole field of activity, but rather to define what they have learned are the minimum criteria essential to effective performance in the field.

Some of our difficulty has been due, I think, to an incomplete acceptance on the part of some of our membership that social work is beyond the craft stage and has reached a point in its development where it can lay claim to professional status. The Division on Personnel Standards of the AASW makes the following assumptions in considering social work a profession:

"That the problems with which social work deals are problems which directly affect the capacity of individuals and groups to lead personally and socially adequate lives.

"That social work in its specific relationships to these problems demands in its practitioners the possession of a special body of knowledge and skill, the constant exercise of responsible judgments, and self-discipline in the interest of efficient service to others; and therefore

"That social work is under inescapable obligation to insure that the important discretionary powers which it holds over the lives of others be vested only in practitioners equipped with that minimum of special education and experience which has been proved necessary for competent discharge of such responsibilities; and furthermore

"That social work is socially bound by its increasing accumulations of special knowledge and skill to

* Slightly revised from a paper given at a meeting of the Buffalo Chapter, November 1938.

contribute actively, in whatever ways are appropriate, to better public understanding of its problems and to the improvement or development of programs for their prevention and treatment."

Grace Marcus in her paper on "The Professional Function—Its Nature, Responsibilities and Limitations" has phrased it slightly differently. "A professional process begins only at the point where the leading members of a craft have come to believe that the background knowledge they have been tapping to improve their understanding, the skills they have slowly developed, and the discipline they have found it necessary to impose upon themselves can be transmitted by no other effective means than special education and training if practice is going to observe what they have discovered are the minimum requirements for responsible, competent service."

In accepting our professional status we assume certain responsibilities and obligations as well as certain privileges inherent in the recognition accorded us by our boards, employing groups and the general public. The primary responsibility we assume, to quote again from Miss Marcus, is "an indomitable pursuit of competence, a governing aim to which all others are secondary or instrumental." A secondary responsibility might be stated as an inescapable obligation to define our area of competence and expertness. Nothing can be so confusing to younger members in our own group and to the general public than that by virtue of being social workers we assume authority to speak in almost any area of social reform or human betterment. Except as certain individuals may have attained competence, social workers are not, as a group, able to speak with authority on any or all programs for improving our social order. There is, of course, a definite obligation for us to speak and act in those areas where we do have the knowledge, skill and training necessary to effect a solution or better handling of a given social problem. In the past few years the AASW has spoken and taken effective action through its national organization in the area of federal relief programs, the Social Security program and the advantages of the merit system. It has not spoken in the area of the rights of labor, birth control, outlawing of war, etc., although some of its members have felt it should have done so.

At this point I want to re-emphasize that I am speaking from the point of view that the AASW is a professional organization and that it is my sincere conviction that such an organization can function only within certain limitations. It seems to me it might clarify our discussion if we reviewed briefly other types of organizations in the field of social work where there is an individual basis of membership, omitting for the purposes of this discussion such organizations as councils of social agencies, the Family Welfare Association of America, the American Public Welfare Association where there is membership both as agencies and individuals, as well as other professional organizations such as the American Association of Medical Social Workers and the American Association of Psychiatric Social Workers.

We have, for example, such organizations as social workers' clubs organized primarily for social reasons in order to permit social workers to become better acquainted with one another for their mutual enjoyment and understanding. No particular obligations are assumed by these social workers' groups although they may, at times, ally themselves with other groups and assume responsibility for various phases of interpretation and sometimes even reform measures. Such responsibility, however, is assumed and not inherent in the organization itself.

I should like to discuss, however, somewhat more in detail two other types of organizations, differentiating them from the function of the professional organization. Let us look for the moment at the medieval guild. There are certain aspects of the guild system which I should like to review. Under the guild system the guild itself assumed responsibility for the competence of its performance to those requiring the services of its craft. For example, the master carpenter assumed responsibility for the service given by his apprentice. While the journeyman had somewhat more freedom of action, here too the fundamental responsibility resided within the guild itself. The point I want to make is that not only did the guild itself settle such things as wages, hours, and conditions of work, but it also had the function of training for the craft itself and assumed direct responsibility for its technical efficiency.

In our modern structure we have the union. The union differs from the guild in that its primary responsibility is to the members of the union itself, in protecting the rights of individuals practicing in the craft and with a direct obligation to improve conditions for those working in a given trade. It *may* assume some responsibility for competence. It *may* take into recognition the rights of the consuming public in a given situation, but its primary responsibility remains that of one to its own membership

for promotion of their own welfare and working conditions.

Now let us take the professional organization, the primary responsibility of which is a different one. The primary responsibility of a professional organization is to the group which that profession serves, namely our clients. Professional social workers of necessity are primarily concerned with the welfare of their clients and that of the community. While this does not preclude interest on the part of the professional in matters such as hours of work, wages, salaries, etc., since it is evident that anything that tends to make the worker's conditions of work more favorable, will, in the long run, make for more adequate service to clients, yet the emphasis is a different one. If conflict should arise between the particular needs and desires of a worker and the needs of the clients whom that worker is serving, the responsibility of the professional organization would be to the client group. In the same kind of situation the responsibility of a union would be to its individual members. Both groups might take into consideration other factors in the situation, but the primary responsibility remains different. In the area of social reform, for example, no one would question the right of an individual social worker to align himself with whatever group or forces in society he felt could best contribute to meeting the needs of society as he sees them. The only thing that the individual social worker would have to consider would be whether the program of the agency for which he is working would itself be in direct conflict with the ideas he wished to express. In that event the individual worker has to choose whether to endorse wholeheartedly his ideas of social reform and take the chance that his agency may ask for his dismissal or whether he will resign from the agency and devote himself to the other cause which he considers more important than the function his agency is fulfilling.

The professional group, however, as a group, has a responsibility, as we have said before, to try to effect changes in conditions affecting adversely the welfare of our clients. Our opportunity in the field of social action is the opportunity to see and to weigh issues, to marshal facts which will make the issues clear and to use every means, direct and indirect, for making the facts effective forces in social planning and social action. Our problem is to develop strategy and skill in this process which many times becomes one of implementing other groups in an alliance with us or themselves becoming the responsible community front in specific instances. Since we are still novices in this area we can expect our effectiveness to increase as our experience grows and deepens. Whether we call this social reform or social engineering or social planning, or what have you, makes little difference. The manner in which we effect this, however, differs from the methods used by other groups because of the character of our group itself. Wayne McMillen, in his article on the "Professional Base for Social Action" has discussed this far more clearly than I can do: "Some kinds of action are not productive in the hands of groups that are numerically small and that exercise relatively little direct power. Although no type of action is ruled out per se, we shall usually be obliged to rely upon persuading other groups to join with us in pressing for a given measure." However within those areas of activity where we have definite competence Mr. McMillen would agree that it is our obligation to initiate proposals. The question is usually one of appropriate means to secure the desired ends.

I have taken you a long way afield before discussing our responsibility to the non-member group. However, I hope you will feel that I have presented the responsibilities of the professional group. As I see it, our concern, then, is not in getting into the Association all the people in the field of social work in order that we may become a pressure group, a union, or even a numerically large social force. Our concern is with standards of professional education and preparation for the field which will mean the most competent type of service to the individuals we serve. This is, in no sense, an individual matter nor a refutation of the fact that all of us know, that some people have attained competence in the field of social work without going through a system of professional education in a school of social work. I suspect that even among these rare individuals there is a certain feeling that they have missed something by the way and a wish that they could have had an integrated, planned program of graduate education in the whole area of human relationships. Even the most rash among us would not advocate any standard lower than one or two years of graduate study as desirable minimum preparation for those planning to enter a field where there exists such discretionary powers over the lives of others as is the case in the professional of social work.

Perhaps there has been too much of a tendency on the part of some executives, in employing workers, to measure the very recent

product of the professional school of social work against the seasoned worker of possibly ten years' experience and consequent maturity both in years and experience. One should look instead toward what that worker just out of the school of social work will be ten years from now measured against the same person of ten years' experience in social work. The membership requirements of our professional organization should reflect the current thinking as to what constitutes preparation for the field in which we are working. From this point of view our membership requirements are too low, inasmuch as most agency executives as well as our professional group itself feel a minimum preparation should include one year, preferably two years in a school of social work with some indication that the individual can perform competently in the field. It has long seemed to me to be a mistake to have a statement such as 300 hours of supervised field work in our professional requirements. They should instead read a specified period spent in professional education in a graduate school of social work. The question of field work would not then be raised since there are no differences of opinion among the schools themselves as to the absolute necessity of field work as an integral part of professional education.

In preparation for this paper I wrote to several representative schools, receiving from all of them the same general opinion that professional education is impossible without field work. Karl de Schweinitz of the Pennsylvania School of Social Work writes: "Any system of training for social work which would not include field work would destroy the whole foundation of professional education in our field. To omit practice in a vocation which rests on practice—and this applies to social research, social administration and group work as well as to case work—would be to deprive instruction of an essential element. It would be just as appropriate to consider omitting all class work, as to contemplate discontinuing practice in the field. The integration of work in the group in class with individualized work under supervision in the field is the special contribution of social work to education in general, and is the basis of a sound development of philosophy and method. Any system of education that did not include a fused combination of these two factors would not be worth considering so far as preparation for social work is concerned." The Dean of the School of Applied Social Sciences, Western Reserve University, replied as follows: "The members of the faculty of the School of Applied Social Sciences of Western Reserve University are in complete agreement that planned and supervised field work constitutes an essential part of professional education for social work. The absence of field work as a part of the curriculum would make it impossible for a professional school to certify that a graduate is qualified to begin to practice. Merely to learn about something without acquiring some measure of skill in rendering a service with reference to it, scarcely can be called a professional course in any field."

We now come down to what is the direct responsibility of the AASW to non-member social workers. The primary responsibility of the professional group is to assure clients in the community that they will receive the best possible services. This point of view was admirably set forth in 1921 with respect to the legal profession and the bar associations in a document published by the Carnegie Foundation for the Advancement of Teaching: "The solution of the membership problem does not lie in ignoring distinctions which, whether we like it or not, divide practitioners into different types. It consists rather in discriminating even more carefully than at present between these different types, but discriminating between them on grounds that can be avowed as distinguishing the true professional from the practical craftsman. Between the product of a strong university law school, resting upon a certain amount of liberal education, and a young man who has secured just enough training to be admitted to the bar, there is a gulf which their subsequent experience in practice is more likely to widen than to bridge. To expect individuals so different from one another to be able to cooperate in a professional way is to expect, what except in the rarest instances, never can be and never ought to be so long as we look to education to mould character. If the one who has enjoyed the greater opportunities is not better qualified to discharge professional responsibilities in the spirit of noblesse oblige, then American higher education is indeed a failure. The truly democratic attitude for the bar associations to adopt would be to recognize that the community needs a greater variety of legal practitioners than can be made to cohere into a single professional class; and the truly democratic method of selecting the members of such a class out of the wider practitioner group would be for the association to require stiff educational qualifications for admission into their own number."

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New Jersey Offers Outline for Chapter–National Work on Public Welfare Problems

Eleanor J. Flynn, Chairman of the Chapter Committee on Government and Social Work has organized into a whole the content of the Committee's discussion over a two-year period and produced an outline which may be useful for reference by other chapters.

THE Delegate Conference at its meeting in Seattle recommended that ways and means be considered for bringing the services of the National Division on Government and Social Work to the assistance of the chapters in dealing with state and local problems of government and social work. Taking the four major areas suggested by the Delegate Conference resolution as its guides, the Committee on Government and Social Work of the New Jersey Chapter analyzed the work which it had already done and prepared the following outline of a comprehensive program of operations. The outline is not setting up a plan to be rigidly followed in all of its particulars but aims rather to provide a general sense of direction for committee work as this may proceed in immediate practical situations.

The outline embodies the product of a committee of eighteen members who represent a cross section of social work experience in both public and private agencies in various parts of the state. The outline utilizes both majority and minority opinions as they have found expression in two years of committee discussion of controversial questions about principles, practices, and methods. The plan is designed partly to facilitate more effective action on the part of the committee and the New Jersey Chapter and to indicate ways in which the National Division on Government and Social Work may act as a channel and coordinator for similar work as it is carried on throughout the chapters.

ELEANOR J. FLYNN

Area A Administration and Standards of Personnel

1. *What the Chapter thinks it can do:*

(1) Frank analysis and discussion of functions and responsibilities of various governmental agencies

(2) Detailed study of selected areas to show operation of laws, administrative rulings, coordinated services, etc.

(3) Analysis of specific problems discovered through (1) and (2), with respect to staff-board relationships; personnel selection; training; promotions; adaptation of agency service to local needs; and interpretation of functions to community

(4) Joint meetings of committees having different approaches to a common problem

2. *Problems in New Jersey which chapter activity must take into account:*

(1) The difficulty of getting at concrete instances of misuse or abuse of functions and responsibilities or failure to utilize available authority by local and state governmental agencies

(2) Difference between administrators' attitudes and points of view and those of the general personnel (This involves the devising of techniques of approach and interpretation of one group to another.)

(3) Lack of group thinking and free discussion within governmental agencies

(4) Fear on the part of staff members of reprisal if they bring any complaints or deficiencies to the fore

3. *The National Association might assist the Chapter through furnishing:*

(1) Space in the COMPASS for Open Letters in which questions can be stated with respect to major issues. The information secured can be summarized by the national staff and released to committee chairmen

(2) Sponsorship of regional conferences in which chapters may discuss the problems and progress experienced in this area of activity

(3) More examples for chapters of working relationships between chapters and public authorities to emphasize positive developments

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NOTE: (1), (2), and (3) necessarily will be limited to areas of most immediate interest to the Chapter and will not be spread over too wide a field of study.

(4) Quarterly progress reports to Division on Government and Social Work from local committees to serve as nucleus for national emphasis on two or three outstanding issues common to chapters in general (This will permit more expression of local and state needs as legislative trends change through the year.)

Area B Methods of Interpretation and Social Action

1. *Recommended activities for the Chapter:*

(1) Committee on Interpretation to develop better working relationship and pave the way for further contacts

(2) Pooling of experiences by Chapter chairmen and discussion of various techniques of approach

(3) Study of common objectives of public authorities and of Chapter committee to elucidate issues and give points of departure for later work

(4) Use of AASW members within public agencies to interpret Chapter position on new or controversial subjects

(5) Development of advisory committees to work with public agencies (names to be submitted to agencies which will be given choice of persons appointed)

2. *Considerations to be taken into account in Chapter activity:*

(1) Need of "getting below the surface" in contacts

(2) Need to counteract or prevent

(a) misunderstanding and distrust on the part of the public agencies of the Chapter purposes and Chapter use of information, and

(b) prejudiced approach by AASW committees with emphasis on abuses in standards

(3) Problem of getting a clear statement of social work philosophy before officials

(4) The question of *who* shall make the Chapter contacts with public agencies—e.g., respective chairmen, committee member, a public relations committee, etc.

(5) The need for articulation by professional social workers in public positions of social work contributions to governmental agencies

(6) Definition of areas within which joint conferences (public officials - social workers) may operate

(7) Recognition by Chapter of limitations in agency performance imposed by financial or other needs (Assistance in reducing these limitations may be furnished by showing how they prevent effective operation.)

3. *The National Association might assist the Chapter by promoting:*

(1) Round tables at regional conferences for discussion of "technique" of effective communication

(2) Press releases emphasizing the general findings of AASW or social service groups on questions of national concern, these to be interpreted by State Chapter in terms of state interests

(3) Development of joint councils with other public welfare associations, such as APWA

(4) Clear-cut statement of program on which local chapters may concentrate where concerted nation-wide support is desired.

Area C Principles of Professional Practice (A definition of social work services and their validity in terms of current state and national needs. Studies of practical programs now under way which may help in developing administration, standards, interpretation, and social action.)

1. *Recommended activities for the Chapter:*

(1) Study of membership interests and use of persons competent to study public agencies

(2) Joint study and discussion with other groups whose interests parallel AASW—e.g., National Consumers League, League of Women Voters, A.A.U.W., etc.

(3) Increased opportunity sought for AASW representation on committees in varied public welfare activities—health, employment, vocational training, transients, recreation, etc.

2. *Problems to be taken into account in Chapter planning:*

(1) Difficulty in making specific studies of wide scope because of geographic, time, and financial limits

(2) Tendency to develop programs too ambitious for realization, due to divided opinion as to what constitutes vital issues

(3) Resistance of certain Chapter members to study committees, reports, etc., and preference for speakers from national staff and from allied professions

(4) Difficulty in securing adequate committee membership

(5) Reluctance of some members to recommend social action (This usually follows studies.)

3. *Assistance from the National Association:*

(1) On the basis of interests expressed by

chapters, the Division on Government and Social Work may be willing to work out some form of outline which shows various approaches to public agencies and is adaptable to specific chapter needs

(2) Comparison of AASW projects with studies projected under other auspices in special fields, e.g., family welfare, child welfare, health, etc., in order to correlate social planning and fact finding, and promote closer connections with social work practice and experience

(3) Personal conferences between chapter chairmen and members of Division wherever possible

Area D Collection and Use of Studies

1. *Activities recommended to the Chapter:*

(1) Discussion by Chapter as to what it can appropriately do in the way of carrying through studies and special projects

(2) Inquiries to see whether there are specialists who may be utilized in Chapter projects

(3) Progress reports to keep members informed of changes in state situations

(4) Follow-up reports to show degrees to which recommended action was promoted

(5) Limitation of studies to

(a) most immediate problems
(b) most practical approaches
(c) representative source materials

(6) Analysis of studies by other social work organizations to study special social work skills

2. *Problems to be considered by Chapter in its planning:*

(1) Time and money necessary to prepare final summaries and reports

(2) Use of such reports when compiled by Chapter or Division on Government and Social Work

(3) Comparisons with similar studies in other states, helpful in seeing trends or pointing new approaches—are not easily carried through

(4) Difficulty in keeping studies abreast of current developments

(5) Difficulty in interpreting report briefly and clearly to Chapter in limited time at disposal

3. *Assistance from the National Association:*

(1) Listing of current studies under way in Chapters

(2) Where several chapters are undertaking similar studies, the Division could serve as a clearing house as to progress, methods, etc.

(3) Publication at cost of studies especially significant in the areas of social work.

The Professional Secret

In the paper on "Professional Strengths and Their Attainment," which appeared in the COMPASS for July-August of last year, A. Delafield Smith reminded the Delegate Conference that "nothing is more fundamental to the attainment of professional strength today than public recognition of the inviolability of the confidences reposed in the social worker." Placing the obligation to establish a privileged status for the client's communications first among "the great concerns of any profession," Mr. Smith's argument emphasizes the necessity for protecting the professional trust without which an effective relationship becomes impossible.

A survey of the materials which bear on this tricky problem of safeguarding the individual rights of the social agency's clients indicates that some further effort might profitably be made to put us in more secure and general possession of the study which has already been given to the theoretical and practical aspects of preserving clients' confidences. We should collect and examine more recent instances of the diverse attempts to invade the privacy of the case record. An up-to-date statement of the legal principles which may be invoked for protection is called for and a description of the various procedures and expedients which have been employed by social workers to avoid public violations of private confidences would be of great practical use. Another experience which might well be consulted is that of the groups whose confidential information is well safeguarded by statute,—attorneys, physicians, the clergy, and certain public officials. In addition it is now time for renewed consideration of the views of social workers on what they believe to be their ethical loyalties and obligations to the individual on the one hand and to the common welfare on the other.

It is to the ethical aspect of the problem that Reverend Walter McGuinn, S.J., Dean of the Boston College School of Social Work, addresses himself in "The Professional Secret

in Social Work." * His article carries the scholarship of one well-versed in moral theology and the literature in which the medical and legal secret have been defined. He states his purpose in his introductory paragraph: "The Social Work Secret has received scarcely any explicit treatment. And yet, despite its similarity with other professional secrets, the Social Work Secret has a subject matter of its own, a formality of its own, a setting of its own. Hence, while this paper confines itself to the realm of principles, it must anticipate the many practical apparent conflicts that beset the social worker and strive to develop a network of principles calculated to meet the needs of those who are engaged in a specific profession, and who are as a consequence burdened with duties specifically determined by the nature of that profession. It may be well to preface these remarks with the reminder that the paper is written with the viewpoint of one who regards social work as a profession."

In remarkably clear and well-organized exposition, Father McGuinn proceeds to investigate the nature of various types of secrets; the obligations they entail; the content of the professional secret in social service; the conditions under which the social work secret is communicated by the client; the conflicts that grow out of the obligation to preserve secrecy; the causes that justify the revelation of secrets; the moral principles which apply to these ethical conflicts; and the conclusions that must be used as guiding principles in the application of the principles of professional secrecy to the problems of social service.

Father McGuinn has performed his task with a delicate thoroughness, skill and insight that make this paper a definitive contribution. The acute discrimination which characterizes his analysis is exemplified in such sentences as these: "The general principle on which a revelation is justified is the principle that the obligation of the entrusted secret does not bind when the preservation of that secret would constitute a real damage to the public good. *It is well to point out that when we speak of an obligation to the community we do not understand the community in the sense of mere public opinion or public attitude towards social work or group sentiment.* . . . The preservation of any secret which would tend to undermine public health, public morality, public peace and order, or public welfare would be tantamount to placing more importance on the private good of an individual than on the common good of all."

The success with which the author has oriented his principles to the social work task and its problems may be indicated by some of the eighteen principles which he sums up in his conclusions: "The social worker should be aware of the professional character of the social case work relationship. This assumes at the very base a respect for the person of the individual client and an acknowledgment that he has human rights. . . . The social worker should be conscious of the limit beyond which partial divulgences may not be made in the processes of social case work. . . . The social agencies of the community have a strict obligation to draw a line of demarcation around the area of intramural divulgences and define the mutual responsibility of inter-agency relationships." After stating the principles governing the release from the obligation to secrecy, Father McGuinn makes as his final point: "In solving a concrete case of conflicting rights or duties, the social worker must always give the benefit of the doubt to the client and preserve the secret unless there is a clear necessity of making the revelation."

The writer confines himself to ethical principles and does not attempt to discuss their practical application in this paper. It would be at the point of their application that another factor would enter in, the social philosophy of the social agency and the individual social worker. It is this basic social philosophy which determines the weight which each agency and worker will give to considerations of public health, public morality, public peace and order, and the degree to which they will distinguish these from "the mere public opinion" rejected by Father McGuinn as an ethical criterion. How subtly, for instance, may an older tendency to regard clients as embodiments of social problems to be cured or controlled in the interests of the community affect the worker's judgment as to whether there is a clear necessity of making the revelation? As Father McGuinn indicates, the concept of who is the community has to be clarified. This paper is useful in itself; it is also useful in making more evident the need of further discussion by professional social workers as to what cause they serve since only as they come to greater agreement about this, may their ethical choices be based on a general professional foundation.

* Boston College School of Social Work Studies, Vol. 1, No. 1, 34 pp.

For Inclusion Under the Social Security Act

On February 9th the executive secretary sent to chapter chairmen a memorandum urging immediate communication by letter and telegram with Representatives Robert L. Doughton and Caroline O'Day, House of Representatives, Washington, D. C., in favor of the O'Day Bill, H.R. 101, which provides for the inclusion of non-profit agencies under the Social Security Act.

As the Social Security Act now stands, philanthropic, charitable and educational organizations are exempt from the payroll tax. The elimination of this exemption has been recommended by the Advisory Council on Social Security and by the Social Security Board. The AASW opposed the exemption in the original Act and has urged its removal ever since. The chief arguments which the Association has advanced in favor of this inclusion of non-profit agencies may be summarized as follows:

It is the Association's general position that all the reasons for having a Social Security Act are reasons for the inclusion of employees of social agencies under its provisions and that no special arguments are needed to make clear that the national policy embodied in the Bill applies to employees of social agencies and should extend to them the protection which the Social Security Act symbolizes. In 1935, the Executive Secretary addressed to Representative Doughton a letter protesting the exemption of social, religious, health or other non-profit philanthropic, charitable or educational organizations from the payroll taxes which the Wagner-Lewis Bill imposed for social insurance purposes and stated the following reasons for the Association's opposition:

1. It is our belief that social insurance measures should be broad and all embracing in so far as wage earners and low salaried workers are concerned. All of the institutions and kinds of agencies which we have described above would fall in this class.
2. The argument has been advanced that employment risks, etc., are not as great in these semi-public or non-profit organizations as in industrial organizations and that therefore the payroll tax would impose an unjustified burden on the budgets of these agencies. It is our belief that that argument could also be advanced for certain industries and commercial employments which are not subject to hazards which others contain, but that every principle of insurance would be violated if the lesser risks were all exempted and the total cost assessed against the heavier risks.
3. The argument has also been advanced that the payroll tax can be passed on to the consumers by commerce and industry, whereas it must become a fixed load on the budget of a charitable, educational, or other non-profit organization. This seems to the Association no competent argument as compared with the following:
4. The non-profit organizations mentioned are all in a sense supporters of advanced social legislation and would be severely compromised, we believe, in asking or accepting any exemption from a measure whose social purposes these agencies advocate for commercial or industrial enterprises. If such legislation is passed, we believe it should be assumed that such agencies would be the most willing of all payroll concerns to adjust their programs and policies to conform to this type of forward looking social legislation.
5. The Association believes that social workers and all other employees of social agencies should be given the same opportunities for security that exist in other types of employment. Through such means benefits would accrue to the credit of social, educational, and other programs as are expected to accrue to commercial and industrial programs through the greater stability and security of the employed personnel.

Opposition is already active before Congress from some of the educational and religious organizations which would be affected by elimination of the exemption. The principle objections which are being presented emphasize the traditional rights of such agencies to be exempt from taxation and the violation which a tax on payrolls would constitute to the principle of separation of church and state.

The Responsibility of the AASW to Standards

(Continued from Page 7)

While the profession can appreciate in individual instances the tremendous personal sacrifices that must be made by certain individuals to attain professional education, we cannot escape our responsibility for promulgating what we consider to be a minimum equipment for our profession. The American Medical Association does not try to find a way to admit people to the status of doctor without their going through a school of medical education, although medical education is one of the most expensive forms of education in the country. I sometimes think because we are acquainted, by and large, with an economically disadvantaged group in our daily jobs, we are prone to accept too easily the all too prevalent thinking that large numbers of people planning to enter the field of social work and eminently suited to our profession will be utterly unable to afford the expense of professional education. However much we may appreciate the individual's difficulties our responsibility is clear, namely, to decide what is the best preparation for the field of social work and to render every service possible to schools of social work in improving their professional education.

Education for the Public Social Services

In November the American Association of Schools of Social Work got under way its projected study of personnel and training needs in the public social services and of the present educational resources for meeting these needs. This enterprise which is being conducted under a special grant from the Rockefeller Foundation has been planned with the assistance of a general advisory committee of which Fred K. Hoehler is chairman and is under the direction of a small study committee. George C. S. Benson, Associate Professor of Public Administration, University of Michigan, and Dorothy C. Kahn, formerly Executive Director, Philadelphia County Board of Public Assistance, have been appointed research associates. Robert T. Lansdale is acting not only as chairman of the study committee but will also take part in the field work probably in the Southern states.

The research will consider two aspects of the educational problem, the first that of personnel and training needs in the public social services and the second that of educational resources for the training of personnel. The scope of the study of needs will be limited to the public welfare, social insurance, labor (employment service and labor relations), housing and resettlement, public health, education (vocational rehabilitation, home and school visitor service, vocational guidance), and recreation services, and of these the last four will be covered not by the study staff but through arrangement with the cooperating agencies. The study of each of these services will consider the nature and number of jobs, present personnel requirements, standards of salaries, the adequacy of these requirements and the needs of the future. Operating, supervisory and administrative levels in each of the services will be covered but for the time being specialists will be excluded. Though some attention will be given to the federal agencies it is probable that the major portion of the field work will be devoted to the states and that it will include selected local units. Miss Kahn's assignment will embrace California, Pennsylvania and Utah and Mr. Benson's Connecticut, Indiana, Michigan, Nebraska and Wisconsin. A border and Southern state will be added later to this list.

The study of resources for education for the public social service will attempt to analyze and evaluate the existing facilities for education primarily in the schools of social work but to some extent in schools of home economics, business administration, public health and public health nursing. Since Dr. George Graham of Princeton is studying schools of public administration under a Rockefeller grant, the present study will not include them but will rely on his data. Marion Hathway, Executive Secretary of the Association of Schools, will assume responsibility for the field visits to member schools of the Association and to selected non-member schools which offered social work curricula during 1937–1938. This part of the research will be further amplified by data secured from questionnaires sent both to schools of social work and their graduates.

The field work is scheduled to end by July 1, 1939, the draft report to be prepared by August 31st, and the advisory committee to meet in the fall to consider findings and conclusions of the study in advance of approving a final report.

Special Staff Appointment

On February 15th Mrs. Helen Hardy Brunot joined the national staff on a temporary appointment to carry a special assignment in the area of government and social work. She will work with the Steering Committee of the Division on Government and Social Work and will give immediate attention to a relief survey through which data useful in connection with pending federal legislation may be collected from the chapters. One of her tasks will be that of mobilizing this and other evidence of social work which bears on changes in the Social Security Act, relief programs and work programs and working in relation to hearings which are being held in Washington on these questions.

Mrs. Brunot brings to these important projects her recent experience as field representative in the Bureau of Public Assistance of the Social Security Board where she worked in the Ohio, Michigan and Kentucky region as well as on special field assignments in North Dakota and Pennsylvania. Before this she served as Texas State Director of the National Health Survey. After graduate work at the School of Social Service Administration, University of Chicago, Mrs. Brunot worked for several years in a Chicago children's agency, then went to the state staff of the Alabama Child Welfare Department, and from this position to Texas where she became assistant chief of the State Child Welfare Division.

The Interpreter Listens

By Donald B. Hurwitz

"Social workers are arrogant. They think that they know everything and that no one else knows anything. They refuse to take advice from the specialists in other fields and are stubborn and narrow in their attitudes.

"Social workers have developed a peculiar vocabulary, intelligible only to themselves, if at all. They often use this vocabulary when they are not sure about what they are trying to say. If questioned, they will almost invariably reply in circumlocutory fashion, giving a minimum of specific information and usually failing to satisfy the questioner.

"Social workers are not equipped emotionally to do the job which they are supposed to be doing. They take great satisfaction in 'snooping' into the lives of others and in interfering in matters which should be none of their concern. They are hardened to the difficulties of others and are generally unsympathetic in their attitudes. People were able to get along quite well without them in the past, and there is no reason why they cannot do so at present.

"Social workers cost the community more than the value of their services should merit. As a matter of fact, they may be of real harm to the community because many social workers are not sincere and are merely in the work because it affords them a source of income. The caliber of the social work group, as a whole, is not very satisfactory, and until it is considerably improved, social workers can hardly expect the community to respond pleasantly to them."

The above statements, and many others like them, were reported recently at a meeting of the Interpretation Committee of the Cleveland Chapter of the American Association of Social Workers. From time to time, this committee has found itself discussing criticisms which the community generously offers to or about social workers. Not so long ago, Miss Helen Hanchette, chairman of the committee, suggested that it might be interesting to seek out some of these rather frequent criticisms in a concrete manner. Accordingly, each member was asked to secure statements of attitude and opinion regarding social work from the lay group. Some members of the committee directly interviewed their friends and acquaintances. Other members used an indirect technique. They spoke to friends who they knew had both an understanding and an acceptance of social work, describing to them the nature of the committee's experiment. These individuals were asked to participate in the procedure by informally interviewing people with whom they came in contact. These "go-betweens," in speaking with their friends, did not indicate the reasons for their questioning. During their usual conversations, the matter of social work just naturally seemed to come into the picture. In the absence of social workers, those being interviewed spoke freely, critically, and with a minimum of restraint. Quite a number of individuals expressed themselves in this fashion. Their statements were then reported back to the members of the Interpretation Committee and were later discussed by that committee. Some of the individuals who did the interviewing went so far as to write up their contacts in detail.

In the case of both the direct and indirect methods of securing information, as described above, an effort was made to include statements from individuals representing a wide variety of social and economic groups. Doctors, lawyers, office managers, clerical workers, politicians and laborers were included. Material in this article is directly attributable to the interviews.

One individual offered the following to illustrate his impression of social work. "Social workers are like a group of people standing on the banks of a swift flowing stream composed of human beings. At the foot of the stream, these human beings are hurled to their destruction. The social workers grasp frantically at those who are flowing by. They succeed in pulling some fortunate beings from the stream to the safety of the shore. Many whom they grasp, however, are torn from their hands by the force of the current. Most of those in the stream are never even touched by the hands of the social worker. The social worker can be helpful only to those whom he succeeds in pulling from the stream. His greatest fallacy is that he concentrates his interest on the foot of the stream rather than the head of the stream, where the cruise to destruction actually starts. Social workers should be more vitally interested in adequate social legislation and in improving general social conditions, rather than in concentrating their efforts in helping those who have already fallen ill."

Not all of the statements made by those who were interviewed carry negative implications. As a matter of fact, many favorable and encouraging remarks were made. Some people expressed the opinion that the program of social work is indispensable to sociological progress. Social work, they stated,

endeavors to raise standards of living and to make this civilization a better one in which to live. It is needed, one individual said, "in the alleviation of the maladjustment and ills of society."

Several individuals attempted to give definitions of social work and of social workers. A few of their statements follow:

"A social worker is an individual who endeavors to adjust people to their environment and the environment to the people they work with, to the mutual benefit of themselves and society."

"The purpose of social work is to give the same advantages to the underprivileged as are given to the privileged." This person qualified his definition so that it included the emotionally as well as the economically underprivileged.

"The social worker is the trained dispenser of the social pill."

"Social work is the application of the theory of social sciences, together with the practical knowledge gathered through experience in the treatment of society's ills."

The Interpretation Committee agreed that much of the negative criticism offered by the community is based upon facts, and that social workers would do well to give attentive ear to it and to attempt to improve the caliber of their work through it. Every conscientious social worker should be concerned about community attitudes and the part which he can play in improving them or correcting the conditions which make them tenable. To become defensive and to deny all of the allegations is to be ineffectual and impractical. We may well again "look to the head of the stream" in an effort to find out why such criticisms exist and why we may be, at this point, unable to meet the challenge offered by many of them.

It is understood that the bulk of the criticisms are paradoxical, that for each complaint there is another exactly opposite in nature. For example, social workers "know everything" or "know nothing." They are "hard-hearted" and "penny-pinching," or "they coddle people." It would be folly to hope to eliminate criticisms, nor would it be advisable to do so even if it were possible. The problem is one of determining the extent and intensity of the criticisms and in recognizing their relative importance in the community mind, and on what basis of truth they are founded.

That the material recorded in this article is incomplete will be obvious to the reader, who himself will be able to add much to it from his own experiences. The Interpretation Committee recognizes that the experiment, to date, is merely an indication of a type of project which might be significantly carried out. It plans to continue to secure and utilize information such as is recorded above.

A "Primer" on Civil Service

A suggestion made last year by the Civil Service Committee of the New York City Chapter of the American Association of Social Workers to the Russell Sage Foundation is about to bear fruit in the form of a book entitled "Toward Civil Service for Public Welfare," written by Alice Klein under the auspices of the Charity Organization Department of the Foundation. The Committee called to the attention of the Foundation the fact that it felt hampered in promoting the interests of good personnel practice in public welfare under the merit system by its own ignorance on civil service matters; and that if it felt so hampered, doubtless similar committees and individual social workers throughout the country suffered from lack of knowledge. The Foundation responded to the suggestion by engaging Mrs. Klein to prepare the manual which will be forthcoming this spring. Mrs. Klein has had an Advisory Committee of the following:

Elizabeth Cosgrove	Mrs. Marjorie M. Ocker
Gordon Hamilton	Mrs. Ella W. Reed
Mrs. E. S. King	Josephine G. Taylor
Robert T. Lansdale	Linda J. Wharton
Harry W. Marsh	Mrs. Anne K. Zink

The subtitle of the book is "Problems in Furthering Effective Selection of Public Personnel through the Merit System." The first part of the book is a "primer" on civil service in general: its origins, philosophy, spread, techniques, and the pros and cons of various controversial issues in the civil service field. The second section is a discussion of the points at which civil service and social work meet, and contains suggestions on methodology for social workers who are asked by agencies administering a merit program to serve as experts on subject matter in the social work field.

The Civil Service Committee hopes that the book will have wide circulation among the social work public, and that it will meet what the committee felt to be a very real need in the field.

The Basis of Choice

Not until recently have professional social workers who have no executive responsibility for hiring agency staff become aware that they might nevertheless become potent factors in influencing the whole basis on which social work personnel is chosen. As individuals they may still have no voice as to who shall or shall not be appointed to a position but as members of a professional group they may now develop a new power to protect the stake which all social workers have in reliable processes of staff selection. This stake is not merely that of the individual applicant wanting a fair opportunity in competition for a specific job. It is the more constant one of having something to say about what sort of colleagues social workers shall have to work with both in public and private agencies. It is the further stake of knowing on what quality of service they can count for their own and other clients.

If the merit principle is to operate in the selection of personnel, the problem of defining "merit" and locating it must be tackled. It is in this pursuit of "merit" that Elizabeth Cosgrove * seeks to enlist the cooperation of professional social workers. Here are some of the searching questions which she presents to us:

What marks a course in a school of social work as being of graduate rather than undergraduate quality? What qualifications should field supervisors have to be regarded as competent in their educational function? What general college education is essential for a sound professional base? How can social work research be established on a proper base and further developed to meet professional needs and purposes? How can applicants analyze their own social work experience so that rating of experience will have more reliable facts on which to proceed? What is and is not to be considered *social work* experience?

As background useful both to the individual applicant for a federal job and to the professional group concerned to understand civil service administration, Miss Cosgrove gives a clear explanation of the way in which the United States Civil Service Commission functions in selecting social workers for the federal service, outlines the procedures of the examining and certifying divisions and of the Board of Appeals and Review, discusses types of examinations, and points out some of the problems demanding study by social workers. The paper furnishes helpful orientation to the workings of a machinery with which social workers should be acquainted if they are to find solutions to the technical problems which are now standing in the way of sound evaluations of social work training and experience and reliable tests of individual competence.

Other factors than the necessities of civil service selection make the practical questions which Miss Cosgrove poses essential in their importance. The problems which they involve are refractory and not peculiar to the public agency. An approach to them from the civil service angle should be productive of greater understanding of their nature and of new paths to be pursued in their study.

* "Selecting Social Workers for Federal Service," *Social Service Review*, September 1938.

Public Personnel Problems: A Review

Since Lewis Meriam has made such effective use of personal experiences to illuminate many points in this book,* I may be pardoned for using the same device to explain the author's point of view.

Thanks to the insistence of a wise union official, my initiation into the mysteries of public personnel administration consisted of being plumped into the middle of a nasty personnel mess at a remote administrative post with instructions to investigate and find a solution. For months this particular agency had been in a state of turmoil with the result that the services for which it was established were not being rendered satisfactorily. Yet all of the usual rules of public personnel administration were being adhered to: the employees had all been selected through competent civil service authorities; a classification plan was in force; adequate salaries were being paid; generous leave privileges were being granted; efficiency reports were being prepared regularly, etc., etc. What was the trouble? Chiefly that no one had given the local administrative officials any help on the simple problems of human relations involved in handling a group of subordinates. A service which was fairly proficient in the mechanics of personnel administration was paying no attention to such elementary matters as: supervisor-staff relations; problems of adjustment faced by young, professional employees in the public service;

* *Public Personnel Problems:* From the Standpoint of the Operating Officer. By Lewis Meriam. The Brookings Institution. 387 pp. 1938.

the place of union organization in agency administration; the relationship between a good cook and cooperative employees.

Since most books on public personnel administration are addressed to the specialist (or the young person who wishes to become one) the authors may be excused for stressing techniques and mechanics. Mr. Meriam has written this book for those "who do not expect to become, or perhaps even desire to become, personnel technicians but expect to do some other kind of work or practice some other profession." Hence he has attempted to be inclusive but not technical in dealing with the subject. Technical problems such as examinations and classification are discussed but so also are those significant personnel activities which are an inseparable part of day-to-day operation and which involve the entire organization down to and including the foreman or supervisor of the lowest rank.

It does not matter if at some points the treatment seems to fall below what is in general a high standard. Here is a simple presentation of a wide range of personnel problems. I recommend it to those who now occupy executive or supervisory positions in private and public social agencies and also to those young workers or students who hope to climb to these exalted posts.

ROBERT T. LANSDALE
New York School of Social Work

Social Case Records—Family Welfare

Among the many vexatious problems in professional education for social work not the least is the selection of case records for classroom instruction. It is therefore a pleasure to acknowledge the publication of this volume * which, as its authors indicate, needs to be "supplemented by material available in other fields . . ." than that of family welfare. As a matter of fact, one might, if one had not read in the preface of their intention, have wished that the present volume contain material from the various fields. In either case, the editors are left with the nice problem of selecting what kinds of case situations form the most valuable material for the basic courses in social case work.

In the book under review the case material—obtained from both public and private agencies in Chicago—includes a range of medical problems, physical and mental; school problems; problems of personal relationship (adult and childhood); complications arising from ineligibility for public assistance, etc. This makes possible discussion of agency responsibilities and functions, of community situations as they affect service, and of methods of giving service. At the same time it affords opportunity, through the full recording of selected interviews, to understand the client in relation to his environment, to his personal contacts and to the social case worker in her professional capacity.

Editing case material is undoubtedly a thankless task, each reader "wishing" something had been included that was omitted or the reverse. Might some of us ask for greater detail in recording budget estimates—a further breaking-down of items, and clarification of the basis for such variables as allowances for health and education? Explanation of agency policies and regulations would add to the teaching values of certain of the cases in which it is omitted. We must, of course, take it for granted that financial resources vary tremendously even month by month in a given agency, but for example in the case of the Swenson family, it is not clear whether budget limitations or other restrictions prevented the public agency from assuming responsibility.

In consideration of the fact that the book is intended for beginning students and that they are struggling with such things as interagency correspondence, it might be helpful to record some letters in their entirety. That is, to illustrate the importance of correct headings, identifying data, and appropriate closing remarks. While mentioning letters, I must call attention to the Case of Michael Carr which illustrates in the most satisfying manner thoughtful and considerate case work service to a young run-away. It is short in point of time but so long in terms of service.

We look forward to the appearance of the projected volumes. Surely we have reached the point at which we can cease our constant individual scramble for teaching "cases" and develop further these cooperative activities in the educational field, as a means of coordinating our principles of professional teaching.

JEANETTE REGENSBURG
Tulane University School of Social Work

* Edited by Elizabeth S. Dixon and Grace A. Browning. The University of Chicago Press. Chicago, Ill. 312 pp. 1938.

QUALIFICATIONS OF NEW MEMBERS ADMITTED DURING THE YEAR 1938

	JUNIOR	FULL	TOTALS
NUMBER ADMITTED	463	424	887
SEX			
Male	80	84	164
Female	383	340	723
TOTALS	463	424	887
AGE GROUPS			
21 to 25	146	59	205
25 to 30	173	182	355
30 to 40	117	144	261
40 to 50	24	34	58
50 and over	3	5	8
TOTALS	463	424	887
COLLEGE EDUCATION			
Bachelor's degree	446	421	867
2 years of college	17	3	20
TOTALS	463	424	887
PROFESSIONAL EDUCATION			
Undergraduate Courses			
Less than 1 year	65	..	65
1 year	25	19	44
Graduate Courses			
Less than 1 year	211	..	211
1 year, less than 2 years	114	202	316
2 years, no degree or diploma	48	47	95
2 years, with degree or diploma	..	156	156
TOTALS	463	424	887
Field Work			
In school of social work	450	424	874
In agency training district	8	..	8
Supervised Practice Procedure	5	..	5
TOTALS	463	424	887
AGENCY AUSPICES			
PUBLIC SOCIAL WORK			
Emergency Agencies	59	48	107
Permanent Agencies	175	121	296
Sub-Totals	234	169	403
PRIVATE SOCIAL WORK	220	235	455
NOT EMPLOYED, OR STUDENTS	9	20	29
TOTALS	463	424	887
FIELD OF WORK—Private Agencies Only			
Case work agencies	183	200	383
Community Organization	6	11	17
Group Work	28	13	41
Other	3	11	14
TOTALS	220	235	455
TYPE OF POSITION IN AGENCY			
Executive	27	45	72
Supervisory	56	52	108
Practitioner	365	288	653
Teacher	..	12	12
Research	3	5	8
Other	3	2	5
Not employed, or students	9	20	29
TOTALS	463	424	887

Qualifications of New Members

The tables on the opposite and following page give some interesting facts about the background and experience of the 887 new members admitted during the year 1938. Among the highlights are that 40 per cent of new members are between twenty-five and thirty years of age, 98 per cent have a baccalaureate degree, 88 per cent have met the professional education requirements for junior and full membership through attendance at a graduate school of social work, 74 per cent are practitioners. The total of those in public social work (403) is pretty even with the total (455) engaged in private social work agencies.

LOCATION OF NEW MEMBERS ADMITTED DURING 1938

Chapters	*Junior*	*Full*	*Total*
ALABAMA	5	3	8
ARIZONA	2	1	3
ARKANSAS	..	1	1
CALIFORNIA			
East Bay *	..	..	..
Los Angeles County	17	9	26
Northern California	8	9	17
Sacramento	1	5	6
San Diego	1	..	1
COLORADO			
Colorado Springs	..	1	1
Denver	3	3	6
CONNECTICUT	6	7	13
DELAWARE	..	2	2
DISTRICT OF COLUMBIA	8	12	20
FLORIDA	1	..	1
GEORGIA	5	2	7
HAWAII	..	2	2
ILLINOIS			
Chicago	39	55	94
Illinois State	..	3	3
INDIANA			
Indianapolis	3	10	13
St. Joseph Valley Group	2	..	2
IOWA	12	4	16
KANSAS			
Topeka	2	1	3
Wichita	1	2	3
KENTUCKY	12	3	15
LOUISIANA			
New Orleans	5	6	11
Louisiana	..	2	2
MAINE *	..	1	1
MARYLAND	3	7	10
MASSACHUSETTS			
Boston	6	16	22
Southeastern Massachusetts	..	..	..
Western Massachusetts	..	1	1
Worcester	3	4	7
MICHIGAN			
Detroit	23	5	28
Grand Rapids	2	..	2
Kalamazoo	1	..	1
Lansing	..	1	1
Washtenaw County	6	2	8
MINNESOTA			
Arrowhead	3	..	3
Twin City	21	10	31
MISSOURI			
Kansas City	7	4	11
St. Louis	21	8	29
MONTANA *	1	1	2
NEBRASKA	13	7	20
NEW JERSEY	8	6	14
NEW YORK			
Buffalo	5	8	13
Fort Orange	1	1	2
Hudson Valley	..	..	..
New York City	18	32	50
Rochester	2	11	13
Southern Tier *	..	..	..
Syracuse	2	1	3
NORTH CAROLINA	8	5	13
OHIO			
Akron	1	1	2
Cincinnati	5	7	12
Cleveland	33	26	59
Columbus	3	1	4
Dayton	2	..	2
Toledo	1	4	5
OKLAHOMA	10	2	12
OREGON	4	8	12
PENNSYLVANIA			
Erie	3	1	4
Harrisburg	2	1	3
Lehigh Valley	2	..	2
Northeastern Pennsylvania	1	6	7
Philadelphia	3	11	14
Pittsburgh	17	14	31
Reading	1	..	1
PUERTO RICO	1	..	1
RHODE ISLAND	4	6	10
SOUTH CAROLINA	3	1	4
SOUTH DAKOTA	3	1	4
TENNESSEE			
Memphis	1	1	2
Nashville	..	1	1
TEXAS			
North Texas	..	1	1
South Texas	1	2	3
Southeastern Texas	5	6	11
UTAH	6	3	9
VIRGINIA			
Lynchburg-Roanoke	..	..	..
Richmond	6	6	12
WASHINGTON STATE	21	14	35
WISCONSIN			
Dane County	1	..	1
Milwaukee	6	6	12
STATE COUNCILS			
California Council	..	1	1
New York State Council	4	5	9
Ohio State Council	1	2	3
Pennsylvania Division	2	..	2
Tennessee Division	2	..	2
MISCELLANEOUS STATES			
Colorado	..	1	1
Idaho	1	1	2
Indiana	1	2	3
Kansas	1	1	2
Minnesota	1	..	1
Missouri	8	..	8
New Hampshire	1	2	3
North Dakota	5	..	5
Texas	..	1	1
Virginia	1	2	3
West Virginia	1	..	1
Wisconsin	1	..	1
Wyoming	..	1	1
Canada	..	1	1
TOTAL	463	424	887

* New Chapters admitted during 1938

PROFESSIONAL SCHOOLS ATTENDED BY NEW MEMBERS ADMITTED TO MEMBERSHIP DURING 1938

School of Social Work	*Junior*	*Full*	*Total*
Atlanta University School of Social Work	1	4	5
Boston College, School of Social Work	..	5	5
Bryn Mawr College	..	3	3
Buffalo, University of	2	3	5
California, University of	9	15	24
Carnegie Institute of Technology	5	2	7
Catholic University of America	1	7	8
Chicago, University of	73	91	164
Cincinnati, University of	3	7	10
Denver, University of	8	8	16
Fordham University	3	5	8
Graduate School of Jewish Social Work	..	6	6
Indiana University	2	5	7
Iowa, University of	10	..	10
Louisville, University of	8	..	8
Loyola University	4	9	13
Michigan, University of	30	4	34
Minnesota, University of	28	11	39
National Catholic School of Social Service	1	16	17
New York School of Social Work	31	54	85
North Carolina, University of	3	2	5
Northwestern University	6	3	9
Ohio State University	12	6	18
Oklahoma, University of	7	..	7
Pennsylvania School of Social Work	14	10	24
Pittsburgh, University of	20	13	33
St. Louis University	6	4	10
Simmons College School of Social Work	16	18	34
Smith College School for Social Work	10	33	43
Southern California, University of	23	9	32
Tulane University	14	10	24
Washington University (St. Louis)	17	7	24
Washington, University of	20	10	30
Western Reserve University	34	28	62
William & Mary, College of	15	9	24
WORK TAKEN WHILE FOLLOWING WERE MEMBERS OF AASSW			
Oregon, University of	..	1	1
Missouri, University of	12	1	13
Wisconsin, University of	..	1	1
OTHER TRAINING COURSES ACCEPTED	15	4	19
TOTALS	463	424	887

Prospects and Problems in Washington

(Continued from Page 3)

situations. The justification for meeting it has to be based on administrative considerations and the necessity of providing a setting for the work and assistance programs.

Need of relief has previously won attention from Congress but it has been harder to get recognition of the accompanying need for administrative and service provisions. A new factor now enters for the Social Security Board after three years' experience is making a strong case for improvement in the working provisions of welfare programs, especially in relation to personnel. As its recommendations parallel so closely the interests expressed in the past by social workers, it might be noted that both have derived their conclusions from the effort to make welfare programs socially useful and effective.

New Chapter Developments

Two new chapters have been admitted to the Association—simultaneously and in the two geographic extremities, the Atlantic and Pacific coasts.

California East Bay starts off with 81 members from Alameda and Conta Costa counties. This constitutes the fifth California chapter, in addition to the California State Council. East Bay was formerly part of the Northern California Chapter and its decision to become a separate chapter grew out of recognition of immediate local problems which called for AASW activity and of the values of developing readily accessible channels for participation in relation to those problems.

Maine has organized a chapter with jurisdiction over the whole state. Although travel distances and particularly winter weather hazards are a problem, the chapter expects, through the organization of local groups within the chapter, to provide means of professional participation in local problems, in addition to regular chapter meetings.

Any local groups organized within a state chapter or in non-chapter territory may receive from the national Association the same informational bulletins and other material as are sent to chapters. There are several groups of this sort, in Central Missouri, North Dakota, St. Joseph Valley, Indiana, and West Virginia; some are just getting under way, others are about to take over formal chapter organization.

The chapters in Wichita and Topeka, Kansas, are considering organization of a statewide chapter with informal local groups as branches of the state chapter, situated in Wichita and Topeka and possibly other places. These local groups would develop their own programs in relation to local problems, but also relate their activities to the state program and supply the material and stimulation from which the state program would develop.

The National Committee on Chapter Organization and Program recognizes the necessity for flexibility in chapter organization for the Association so that the type of organization may be developed from and adapted to the needs of a particular locality and the professional problems it presents.